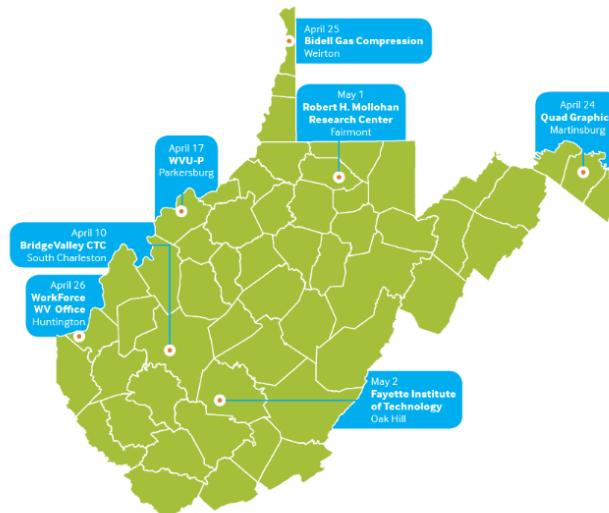


# West Virginia Apprenticeship Summit



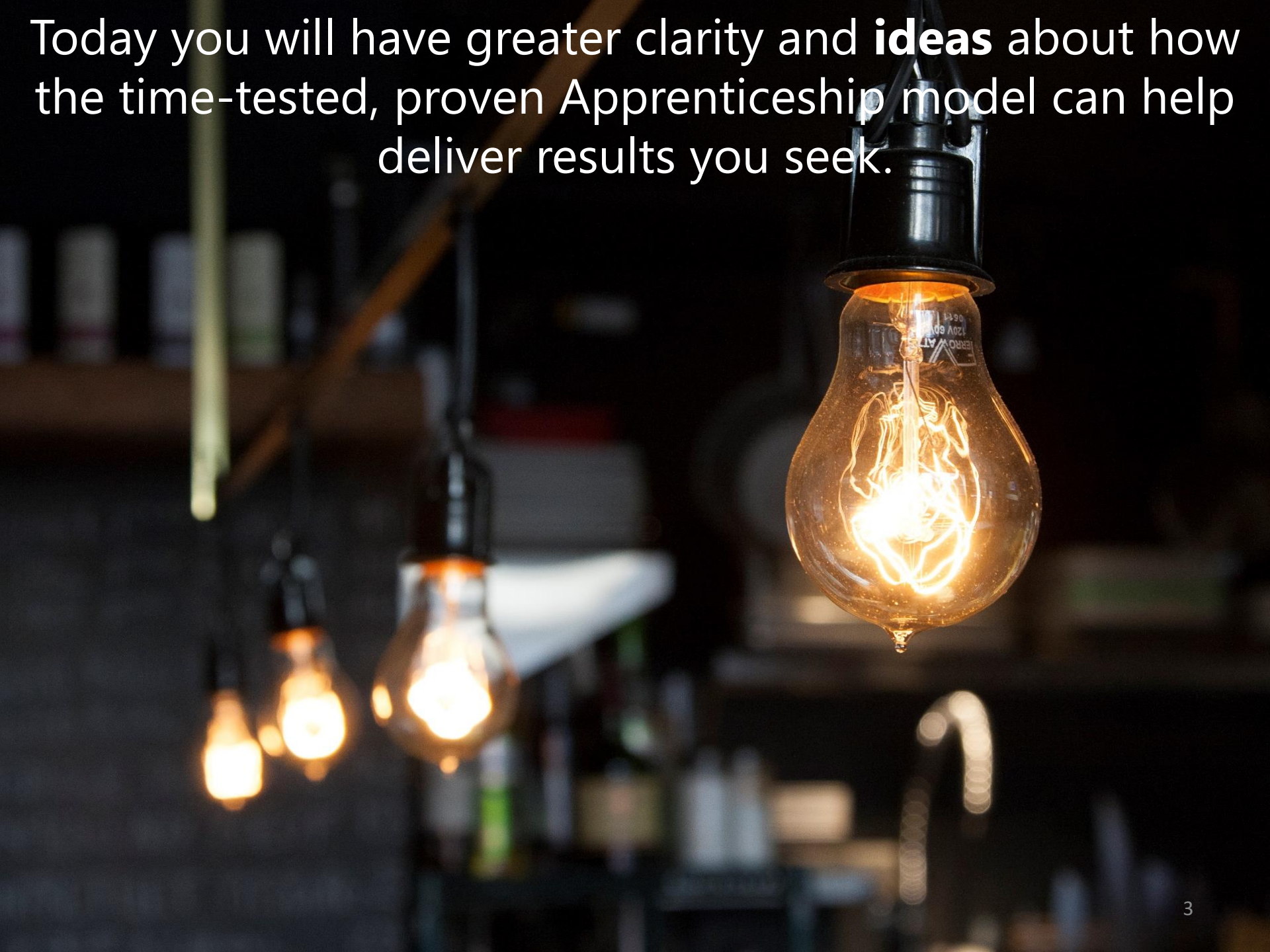
Ken Milnes  
State Director  
Office of Apprenticeship  
U.S. Department of Labor

# Agenda

- ▶ **Apprenticeship in America Today**  
Key Initiatives Underway
- ▶ **Apprenticeship Basics**  
Review Components
- ▶ **Trends and Recent Growth**  
Snapshot of Expansion Efforts
- ▶ **How Apprenticeship Can Help You**  
Let's Explore Ideas to Grow Apprenticeship Together



Today you will have greater clarity and **ideas** about how the time-tested, proven Apprenticeship model can help deliver results you seek.







Let's explore **Apprenticeship**  
in America.



# Apprenticeship Basics

Review Some Components

# Apprenticeships Are a Customizable, Flexible, and Proven Business-Driven Model for Developing Workers.

## Basics of Apprenticeship



### Industry Leads

Employers are the foundation of every apprenticeship program and lead apprentice selection, curriculum design, and program operation.



### Apprenticeship Is a Job

Apprenticeship is a job with a paid work component.

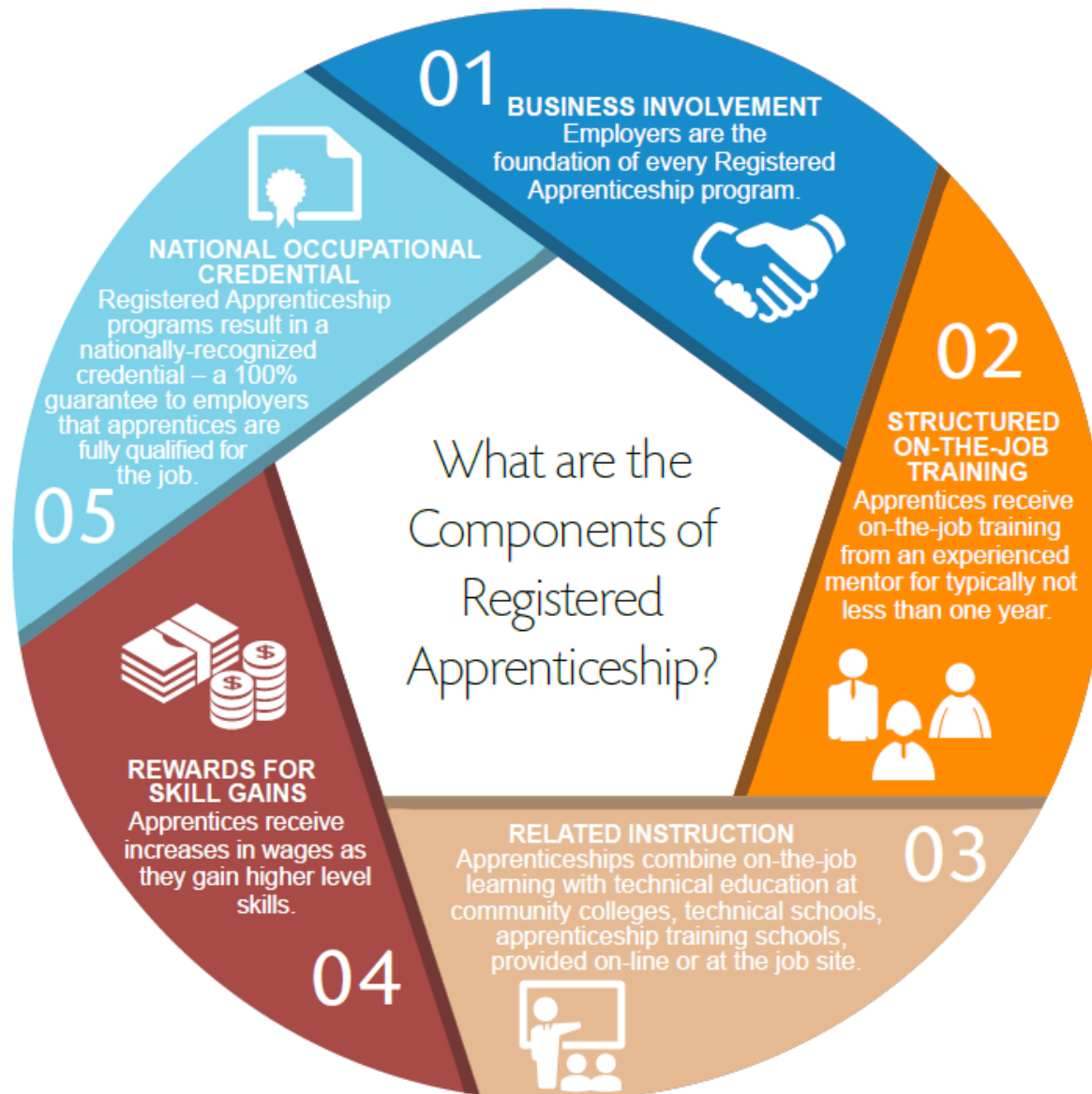


### Instructional Component

Apprenticeship has an educational / training component which can include community college or Apprenticeship Training Center courses.



# Core Components of Apprenticeships



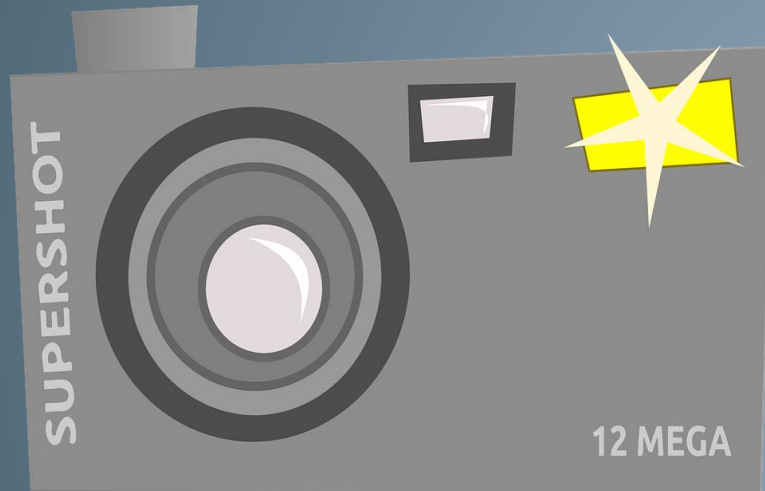
# Possible Apprenticeship Partners



**Every Partner has a critical role to play:**

- Business Partners
- Workforce Intermediaries
- Educational Institutions





# Trends and Recent Growth

Snapshot of Expansion Efforts

Apprenticeship has a long track record of producing strong results for both businesses and workers.

## Impressive Individual – Business – Public Benefits

**\$300,000+**

**Apprentices** Lifetime  
Earning Advantage

**\$60,000**

Completers Earn  
Per Year  
On Average

**\$1.47  
Return**

For Every Dollar Spent  
on Apprenticeship By  
**Employers**

**\$28**

In benefits for every  
\$1 invested by the  
Government.

**\$1 to \$10**

Every \$1 Invested By  
Government Leverages  
\$10 Private Sector  
Investment

In addition to construction and trade occupations, Apprenticeships work for a broad range of industries.



## – Insurance/Finance

- ➔ **The Hartford** - Customer Care Specialist (Information Management) and Associate Claims Representatives.
- ➔ **AON Insurance** - Human Resource, Insurance, and Technology Apprenticeship.
- ➔ **Zurich Insurance and Harper College** - Apprentices earned an AS in Business Administration and an Apprenticeship Industry credential for Certified Insurance Apprentice in Underwriting and Claims.



## – Advanced Manufacturing / Engineering

- ➔ **Dow Chemical** - Manufacturing and Engineering apprenticeship program involving the recruiting of Veterans.



## Information Technology

- ➔ **Microsoft** – Application Developer Database Administrators and Systems Administrators.
- ➔ **Amazon** – Recruiting Veterans and training Cloud Support Associates.



## Healthcare

- ➔ **CVS** - Pharmacy Technician and Store Managers.



## Energy

- ➔ **Mercuria** - IT Data and Risk Management Analysts.



American Apprenticeship continued to show strong growth in FY 2017.

**42%**

Growth Since FY 2014

**190,862**

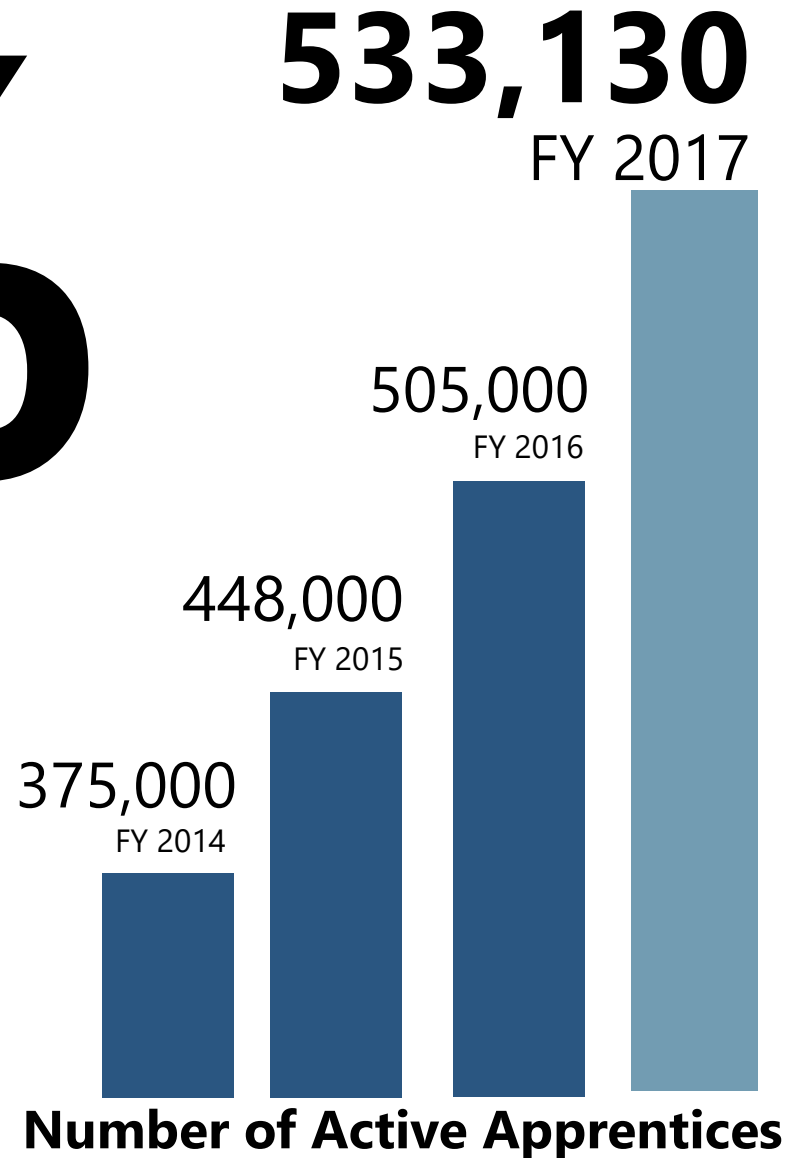
Number of New Apprentices

**22,482**

Number of Active Programs

**1,300**

Number of Occupations



# Successful Engagement with Major Businesses To Expand Apprenticeship.



Mercedes-Benz



# Connections to Education

## Registered Apprenticeship College Consortium (RACC) and Youth Apprenticeship

### RACC:

### A Partnership Between the U.S. Department of Labor and Education

**321**

Number of Colleges Who Have Joined the RACC.

**957**

Number of Apprenticeship Training Centers

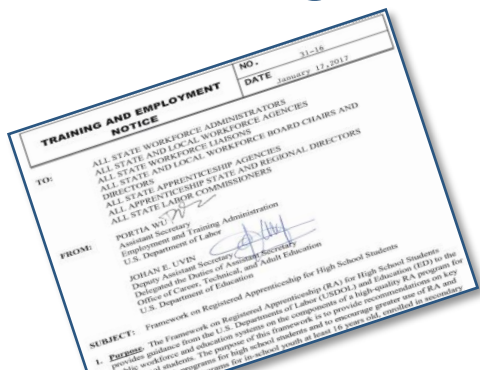
**15**

Number of National, Regional, State Organizations



### Training and Employment Notice (TEN) 31-16:

### Youth Registered Apprenticeship Framework for High School Students



- ▶ **Over 17 states** currently have youth apprenticeship programs or are working toward building programs.
- ▶ Outlines the components of a high-quality RA program for high school students.
- ▶ Provides recommendations on key elements of RA programs for high school students and to encourage greater use of RA and pre-apprenticeship programs for in-school youth at least 16 years old, enrolled in secondary schools.

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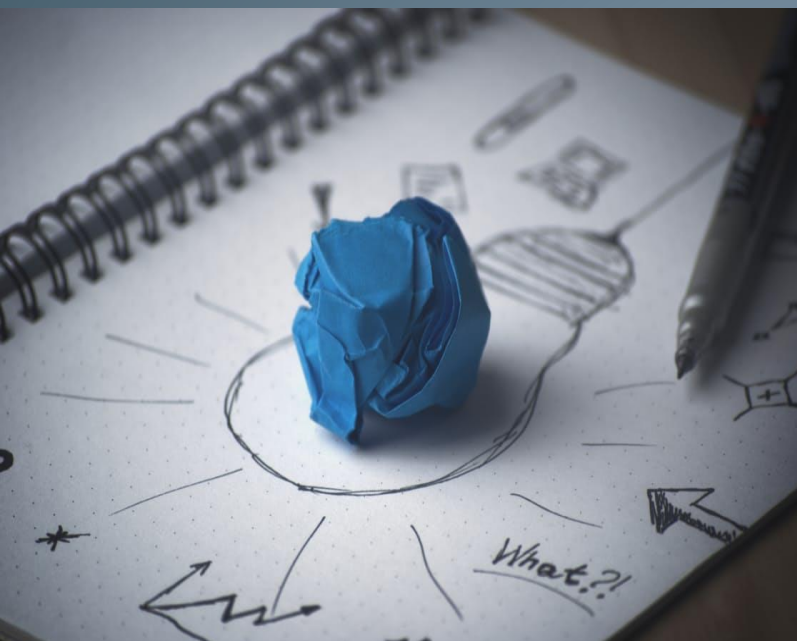


# How Apprenticeship Can Help Your Business

Let's Explore Ideas to Grow Apprenticeship Together

# In West Virginia, where do you see Apprenticeship opportunities to explore?





# Thank You for Being Here Today

Let's Continue to Explore Ideas to  
Grow Apprenticeship Together

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